



Government Alliance on Race and Equity (GARE) 2018 California Capitol Cohort Pilot - Fact Sheet

What is the 2018 GARE California Capitol Cohort Pilot?

The 2018 [Government Alliance on Race and Equity](#) (GARE) Capitol Cohort Pilot builds the capacity of California state government departments and agencies to advance racial equity and provides the tools to help them develop departmental racial equity action plans. This pilot program is offered by the Center for Social Inclusion and Race Forward, in partnership with the California Health in All Policies (HiAP) Task Force, the Public Health Institute, and the California Endowment.

2018 GARE Capitol Cohort participants include the following:

1. California Arts Council
2. California Coastal Commission
3. California Department of Public Health
4. California Department of Housing and Community Development
5. California Department of Transportation
6. California Department of Education
7. California Department of Corrections and Rehabilitation
8. California Department of Community Services and Development
9. California Department of Social Services
10. California Environmental Protection Agency (including Boards, Departments and Offices)
11. California State Lands Commission
12. California Strategic Growth Council & Governor's Office of Planning and Research

What is racial equity?

Racial equity is achieved when race can no longer be used to predict life outcomes, and outcomes for all groups are improved.

– Government Alliance on Race and Equity

Participating departments receive:

- 50 hours of racial equity training and experiential learning with GARE staff.
- Up to 10 hours of technical assistance, to respond to the unique conditions and opportunities of each organization.
- A Racial Equity Tool that offers a new approach to policy, practice, program, and budget decision-making.
- A Racial Equity Action Plan – developed by cohort participants through GARE's project-based learning curriculum and tailored to each organization's needs.
- Access to facilitated opportunities for peer-to-peer support, strategizing, and problem solving.

HCD participated in a 2016 GARE cohort, and we are now implementing the racial equity action plan we developed through that process. The Capitol Cohort is a great opportunity for state government, and I hope other departments join us in this important work.

– Ben Metcalf, Director, California Department of Housing and Community Development

2018 Advancing Equity Speaker Series

The Health in All Policies Task Force will also host an Advancing Equity Speaker Series for state government staff to learn from equity experts and peers to advance a shared commitment to equity. This will include multi-sectoral forums, panel discussions, and trainings. These will be open to all state government employees, contractors, fellows, and interns.

Why are we focusing on race?

Government at all levels has played a role in creating and maintaining policies, practices, and procedures that work better for white people than for people of color, often unintentionally. Despite progress in addressing explicit discrimination, racial inequities continue to be deep, pervasive, and persistent. Without intentional intervention, institutions and structures will continue to perpetuate racial inequities.

Participating in GARE provided CDPH an opportunity to be purposeful and explicit about finding solutions to racial inequities that may be perpetuated through our institutional processes, operations, and policies. It's great to see the program come to Sacramento - I highly recommend it.

– Dr. Karen Smith, Director, California Department of Public Health

Why are we working with GARE?

GARE is a national network of governments working to achieve racial equity and advance opportunities for all. Over the last decade, GARE has proven effective in mobilizing change across the nation, and has successfully worked to transform governments into more effective and inclusive democracies. In California alone, they have worked in more than 19 jurisdictions, representing 23.2 million residents.

The GARE curriculum is based on the experiences of early adopters, including the City of Seattle, who have helped to pilot, test, and refine the content and tools needed to advance racial equity. The curriculum focuses on strategies to normalize conversations about race, operationalize new policies and institutional culture change, and organize to achieve racial equity.

Organizational Partners

- The California Health in All Policies (HiAP) Task Force brings together state government departments, agencies, and offices, to advance health, equity, and environmental sustainability. For information about the HiAP Task Force or the GARE Capitol Cohort, visit <http://sgc.ca.gov/programs/hiap/> or contact HiAP Task Force staff Julia Caplan at Julia.Caplan@sgc.ca.gov.
- The Government Alliance on Race and Equity (GARE) is a joint project of the Center for Social Inclusion and Race Forward. For information about GARE contact Dwayne S. Marsh at dmarsh@thecsi.org.
- California's Strategic Growth Council, Government Operations Agency, Business Consumer Services and Housing Agency, Health and Human Services Agency, and Department of Human Resources serve on the GARE Capitol Cohort Strategy Team, to provide oversight and support for the program.
- We are grateful to the California Endowment for their generous support of this project.